

## METHODS OF STRUCTURAL MANAGEMENT OF PRESCHOOL EDUCATION ORGANIZATION

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### ABSTRACT

This article talks about the structural management of preschool educational organizations, the work of the preschool education organization director in cooperation with the pedagogical staff, their duties, the management structure of the preschool education organization and its opportunities to ensure the effectiveness of educational processes.

**Keywords:** Preschool education, structural management, director, pedagogue, administrative, economic, psychological-pedagogical, organizational, control and assessment, scientific-methodical and social-psychological methods, staff.

### INTRODUCTION

In the concept of the development of the preschool education system of the Republic of Uzbekistan until 2030, special attention was paid to the issue of "Introduction of completely new approaches to the training, retraining, upgrading, selection and development of employees of the field as highly educated personnel in the preschool education system" [1]. In the "Development Strategy of the New Uzbekistan for 2022-2026" of the Republic of Uzbekistan, the need to introduce an improved system of improving the professional training and skills of preschool education organization employees in order to bring the quality of education to a new level in the preschool education system has been shown[2].

There is a need to improve the management system of preschool educational organizations, to develop forms of public management, to organize the activities of preschool education organization leaders and educators on a scientific basis, and to use modern management technologies, to use innovative methods and methods to increase the effectiveness of management, and in this place, the knowledge, skills of voluntary leaders and educators qualification and experience, that is, in a word, professional competence, organization of the activity of the educational organization based on innovative approaches, establishment of a favorable educational environment in the educational organization, i.e., the need to acquire the necessary knowledge, skills and qualifications to create an innovative educational environment determines the processes of preschool education shows that the issue of structural approach in ensuring its effectiveness is an actual problem.

### RESEARCH METHODOLOGY

The article talks about structural management methods and effective management of the preschool education organization in the process, structural management of the preschool education process and different approaches to it.

### ANALYSIS AND RESULTS

Further improvement of the pre-school education system as an important link of the comprehensive continuous education system, expansion of the network of pre-school education

organizations and strengthening of the material and technical base, providing them with qualified pedagogic personnel, children in all aspects intellectual, in order to introduce spiritual, aesthetic and physical development modern educational programs and technologies into the educational process, to radically increase their level of preparation for school, on September 30, 2018 presidential decree №3955 "Management of the preschool education system on improvement measures" [3] today determines the need for a new approach to the management of preschool education organizations. This approach is directly related to the effectiveness of structural management of preschool educational organizations.

Management structure means a set of different management bodies and units connected to each other that implement management goals and perform functions.

Certain bodies are created to solve one or another task of management. The system of management bodies, the subordination of the lower bodies to the higher bodies and the interaction between them constitute the concept of the management structure. Such a structure is usually referred to as the "structure of the administrative apparatus".

Methods of structural management of a preschool educational organization are a set of various methods used to ensure effective and stable work in the management process. Management methods are aimed at planning, coordinating, controlling the activities of the organization and ensuring the effective performance of employees. Below we consider the main methods used in the management of preschool educational organization.

1. Administrative methods. Administrative management methods are based on the internal procedures of the organization and involve direct supervision and guidance of the activities of employees and trainees. Assigning tasks: the preschool educational organization head (director) and his deputies assign specific assignments and tasks to employees. Internal procedures: Rules and internal documents are developed that regulate the work and educational process. Monitoring and Reporting: Regular monitoring and reporting of employee performance is required.

2. Economic methods. Economic management methods are based on efficient use of resources, economic planning and cost control. These methods provide financial stability of the organization and rational use of material resources. Budget planning: accurate planning of the preschool educational organization budget and proper distribution of its income and expenses. Rewarding: Giving economic rewards or incentive payments to employees for high performance. Effective resource management: Rational use of resources and reduction of unnecessary costs.

3. Psychological-pedagogical methods. These methods are mainly aimed at improving the pedagogical skills of teachers and educators and ensuring their effectiveness in working with children. Motivation: Introducing various incentive mechanisms to positively affect the performance of employees. Scientific-methodical support: providing methodological guides for continuous professional development of teachers and advice on improving the educational process. Communication: creating a social and spiritual environment among preschool educational organization employees, developing constant communication and mutual support between educators.

4. Organizational methods. Organizational management methods are aimed at coordinating and planning the educational process and the general activities of the organization. These are implemented in the following directions: Planning: Development of strategic and tactical plans of the organization, including preparation of annual training programs. Division of duties: clearly defining the duties of each employee and distributing them in targeted areas. Organization of cooperation: Coordination of mutual relations between employees, development of teamwork.

5. Control and evaluation methods. Monitoring and evaluation methods are used to monitor and analyze the educational process and the activities of employees at preschool educational

organization. Monitoring the quality of education: regular evaluation of the results achieved by children in the educational process. Employee performance evaluation: Evaluating the work efficiency of teachers and other employees, regularly collecting information about the quality of their work. Analysis of processes: Analysis of the overall activity of the organization and determination of development directions.

6. Scientific-methodical methods. Scientific-methodical approaches are very important to increase the effectiveness of the educational process. These methods are based on the introduction of modern educational standards and methods. Use of scientific research and innovations: Application of modern educational methods and research results to the educational process. Professional development of teachers: sending employees to regular training courses and developing their pedagogical skills.

7. Social-psychological methods. These methods are socio-psychological management methods aimed at creating a healthy social environment between staff and children. Development of teamwork: formation of a culture of joint work among employees. Cooperation with parents: Involving parents in the educational process and establishing constant communication with them.

The above-mentioned structural management methods are distinguished by the complexity and comprehensiveness of private content in management. Therefore, the director of a preschool educational organization should firstly know the pedagogical specialty, and secondly, the psychological structure (hierarchy) of the pedagogical team. In the educational system, management is understood as a sequence of conscious actions performed to ensure the transition of existing activities of the current pedagogical system from one state to another, that is, to the state of ideal activity.

In our opinion, it is appropriate to focus on three aspects:

	3 important aspects	Leadership competence
1	maintaining the psychological stability of the pedagogical system	General
2	the expression of positive indicators in the dynamics of change in its activity as a result of the actions taken to ensure the transition of the pedagogical system to a new quality stage	common social
3	psychological factors that ensure the effectiveness of the pedagogical team (the leader's personality, the attitude of team members to the leader and their profession)	general, social, professional competencies

Management of educational organizations based on different approaches is regularly researched by various researchers.

A.A. Bagdanov condemns the traditional view of the leader as the driving force of the single management process in the work "Tektology" and denies that the leader's personality as a supervisor can influence subordinates. This type of interpretation determined a completely different methodological way of developing the "leader-employee" system. In this way, the concepts of "state - activity", "unity of objectivity - subjectivity", "direct influence" of the leader on the employee in solving the tasks of the organization emerged.

In the studies of F. Abdiyeva [6], the development of management culture in the director of a preschool education organization, inculcation of modern approaches to the integrated content of the preschool education system, development of management competencies in the process of professional training, regional and foreign preschool education qualifications with preschool education organizations issues of strengthening continuous cooperation between development organizations are theoretically and practically analyzed.

Researcher H.N. Supkhonovna [5] has developed special methodical manuals and recommendations for the development of competences of leaders and pedagogues working in preschool educational organizations on the implementation of a variable approach in practice, effective implementation of educational programs with a variable approach in preschool educational organizations. exit and recommended wide use of modern information communication technologies and multimedia tools.

Effective management of preschool educational organization is considered as an important and urgent issue today. Therefore, a new position of deputy director is being introduced in all state preschool education organizations in Uzbekistan. This helps to increase the quality of work and effective management. The structure of the educational organization corresponds to the tasks solved by the preschool educational organization, the management mechanism of the preschool educational organization determines its stable operation.

### CONCLUSIONS AND SUGGESTIONS

Methods of structural management of preschool educational organizations are aimed at effective management of various areas of the organization. Among these methods, administrative, economic, organizational and psychological-pedagogical methods are important, they help to ensure the stable operation of the organization and create a quality educational environment for children. In the structural management of the processes of the preschool education organization, the functional tasks of each member of the organization are clearly defined, which helps them realize independence in making management decisions and increases responsibility for their activities. The formation of a management team in preschool education organizations with high professional competences, familiar with changing management technologies and effective cooperation with children, parents, preschool educational organization employees and the public serves as an important factor in ensuring the effectiveness of preschool education processes.

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